

# NOHRA 2005

[North Central Ohio Human Resource Assn.](#)

[Society for Human Resources Management](#)

## Chapter Officers

### **President**

Scott Freehafer, SPHR  
Ashland University  
419-589-0266 H  
[sfreehafer@neo.rr.com](mailto:sfreehafer@neo.rr.com)

### **President-Elect**

Mary Ann Syrek, PHR  
Richland County Children's Services  
419-774-4109 W  
[syrekma@odjfs.state.oh.us](mailto:syrekma@odjfs.state.oh.us)

### **Secretary**

Amy Harkins  
Cleveland Financial Group  
419-522-4333 W  
[harkinsamy@yahoo.com](mailto:harkinsamy@yahoo.com)

### **Treasurer**

Susan Thompson  
Mansfield City Schools  
419-525-6382  
[sthompson0919@aol.com](mailto:sthompson0919@aol.com)

### **Past-President**

Candy Bishop  
419-886-4605 H  
[candybishop10@msn.com](mailto:candybishop10@msn.com)

AFFILIATE OF



## **Meeting Announcement**

**Date: Thursday, August 1, 2005**

**Time: 11:30 am – 12:00 pm - Lunch  
12:00 pm – 1:00 pm – Presentation**

**Location: Westbrook Country Club - Mansfield, Ohio**

### **Luncheon Cost:**

- \$10 for NOHRA Members who register by 8/26
- \$12 for NOHRA Members who register after 8/26
- \$12 for NOHRA Guests

**Luncheon Presentation: HR and Public Policy in Ohio**

**Our presenter is Tony Fiore, J.D. of the Ohio Chamber of Commerce**

*Please email or call Amy Harkins with your reservation. You can contact Amy at: [harkinsamy@yahoo.com](mailto:harkinsamy@yahoo.com) or 419-522-4333.*

We will only call in as many reservations that we have on August 26th.

## **September Meeting Information**

Please join us on September 1st as Tony Fiore of the Ohio Chamber of Commerce joins us for a presentation on "HR and Public Policy in Ohio". Tony's bio and the program description are on page 2 of the newsletter.

### **Workforce Development Month Programs**

Please see the article/schedule on our website to find out more about the programs which have been scheduled for Crawford and Richland counties. Each of the programs have been certified for 1.5 or 2.0 hours of HRCI Recertification credit. The programs include seminars on: ADA, Labor Market Information, EEO, and OSHA.

### **Upcoming NOHRA Meetings**

October 6 - Health Care Update with Chris Wroblewski  
November 3 - "What the Heck Happened 2005?" with Scott Warrick

# NOHRA and SHRM NEWS

## 2005 NOHR Membership Update

So far, we have received almost 90 NOHRA membership applications and renewals for our 2005 program year. But that means that there are still some of you who have not joined yet. Please consider joining since we rely on membership support to help fund our programming and cover our chapter's monthly expenses. At \$20 for an SHRM member and \$30 for a non-SHRM member, you won't find a better value anywhere else! Please contact Scott Freehafer at [sfreehafer@neo.rr.com](mailto:sfreehafer@neo.rr.com) if you have any questions about NOHRA membership. You can download an application from our website at:

<http://www.ohioshrm.org/nopa/2005nopaapplication.pdf>

## Second Half Trial Membership

If you have not joined NOHRA yet this year and would like to try us on for size, it is not too late. If you join for the rest of the year, we will make one of the remaining 2005 luncheon meetings our treat. So why not join today?

## Do you want to join SHRM?

If you would like take your career up a notch, perhaps you would like to consider joining the Society for Human Resource Management (SHRM). For more information or go to the SHRM Membership Center at <http://www.shrm.org/application/>. Regular SHRM membership is only \$160 per year and SHRM has not raised rates for over 10 years!



### *The Care Factor*

As a benefits administrator specializing in self-funded benefits programs, we believe there is no equal to the commitment and expertise of our people. We have a tremendous story to tell.

*We are different.  
We can prove it.*

Employee Benefit Management Corp.  
4789 Rings Road Dublin, Ohio 43017-1599  
Phone: 614-766-5800 or  
[www.ebmconline.com](http://www.ebmconline.com)

## **OSU-Mansfield**

The Center for Corporate and  
Community Education

Need customized training and  
development for your organization.

If so, why not call:

Rhonda Stannard at 419-755-4348 or  
by email at [stannard.1@osu.edu](mailto:stannard.1@osu.edu)

Local Services

With access to OSU's vast Resources

## September is Workforce Services Month

In recognition of OHIO's One-Stop system receiving full certification by the U.S. Department of Labor, Governor Taft has declared September as "Workforce Services Month." In honor of this designation, the Richland and Crawford One-Stops will be hosting several events for the benefit of employers.

First, Open Houses will be held at both the Richland County One Stop Employment & Training Center, Mansfield and at the Crawford County Jobs Plus, Bucyrus.

A "Workforce Summit", tentatively scheduled for September 9, will focus on hiring and retention. The morning session will feature a speaker, an Employer Roundtable Discussion (to better serve local businesses) on future training needs for their workforce. Sessions will be presented for employers after the roundtable about current services available to address any of these needs.

Throughout the month, several training programs will be offered. There will be training on: ADA, EEO ("Harassment" and "Youth & Work"), Labor Market Information, OSHA. HRCI recertification credits are pending for these workshops.

An Employment Recruitment Day (previously called a job fair) will be held September 28 at the R & L Recreation Center from 10 am to 3 pm. We are seeking to get numerous employers & job seekers together to fill job openings. We are doing special programs to prepare job seekers. The employment fair will be free of charge to employers and job seekers.

Please plan to attend the training events & participate in the Employer Recruitment Day! For more information regarding any of the above events, please call or email Jason McManes, Supervisor of WIA and the Richland One Stop. Phone: 419-774-5377, or [mcmaj@odjfs.state.oh.us](mailto:mcmaj@odjfs.state.oh.us) or Tina Snyder, WIA/ OneStop Administrator. Phone 419-562-8066 X301 or [SNYDET@odjfs.stat.oh.us](mailto:SNYDET@odjfs.stat.oh.us).

### Calendar of Events

Sept. 1	NOHRA Monthly Meeting – HR and Public Policy
Sept. 1	Crawford County Open House
Sept. 2	Richland County Open House
Sept. 9	Workforce Summit – 9 am – 3 pm – Kehoe Center in Shelby
*Sept. 12	ADA Workshop – Richland One-Stop - 11:30 am – 1:00 pm
*Sept. 14	Labor Market Info. – Crawford One-Stop - 11:30 am – 1:30 pm
*Sept. 16	Labor Market Info. – Richland One-Stop - 11:30 am – 1:30 pm
*Sept. 20	Labor Market Info. – Richland One-Stop – 8:30 am – 10:30 am
*Sept. 20	EEO Seminar – Crawford One-Stop – 11:30 am – 1:00 pm
*Sept. 22	OSHA Workshop – Richland One-Stop 11:30 am – 1:00 pm
*Sept. 23	Labor Market Info. – Crawford One-Stop – 8:30 am – 10:30 am
*Sept. 23	EEO Seminar – Richland One-Stop – 11:30 am – 1:30 pm
Sept. 28	Employment Recruitment Day – R&L Recreation Center from 10 am – 3 pm – this event is FREE to all attendees and all employers
*Sept. 29	OSHA Workshop – Crawford One-Stop 11:30 am – 1:00 pm

\* = These workshops have been certified for hour-for-hour HRCI recertification credit

# 2005 OHIO STATE CONFERENCE SPEAKERS

## September 14-16, 2005

Dr. Joseph Mancusi	"Employee Loyalty ... Is It Dead?" President of the Center for Organizational Excellence, Inc.
Dr. Alan Gregerman	"Bringing Out the Genius in All Your People" President and Chief Innovation Officer of VENTURE WORKS, Inc.,
Kerry Loeffler	"The First Step to Great Leadership - Creating A Compelling Vision"
Derek J. Boyce, D.C.	"Keys to Making a Wellness Program Successful" President and CEO, On-Site Health Care
Kordell Norton	"Group Graphics Meets Strategic Planning" President and Chief Experience Office (CXO) eScholars LLC
Scott Christopher	"Employee Recognition" OC Tanner Company
David McPherson, Esq.	"Employment Law" Frost Brown Todd
Myron Kanning	"Oboe to Conductor: HR's Future Role" Faculty member of Indiana University's Kelley School of Business and founder of The Kanning Group, LLC.
Susan Gray & Cris Wildermuth	"BARNGA! Introduction to Intercultural Relations" Diversity Effectiveness Group
Bill Larkin	"Creating a High Performance Organization" Vice President, Workforce Management Solutions, Kronos Inc.
Richard Hadden	"Your People... Your Profit" Contented Cows
Brenda Corbett	"The Sherpa Guide: Process-Driven Executive Coaching" Sasha Corporation
Steve Browne	"Raiders of the Lost Art of Communication"
Barry Nadell	"Background Checks & The Law" President and co-founder of InfoLink Screening Services.
Scott Warwick, MLHR, SPHR	"What the Heck Happened? An Annual Employment Law JD, Update"

Art Jackson "Hangin' Round the Barrel" & "The Greatest Leaders Ever Known"

Bill Nolan, John Finch, & Sondra Zardus "Mental Health and Legal Issues in the Workplace: Strategies for Successful Management"

## **July NOHRA Board Meeting Minutes**

NOHRA Board Meeting - 7/8/05 at 8:00 am at Bob Evans

In Attendance: Scott Freehafer, President; Laura Dressler (guest), Marc Fleischauer, Nancy Smith, Mary Emerick, Lou Coppola, Donna Freehafer, Candy Bishop

Absent: Mary Ann Syrek, President-Elect  
Amy Harkins, Secretary  
Susan Thompson, Treasurer  
Barbie Lange  
Donna Stout  
Kim Tanner

A few of the agenda items which we have to discuss:

1) Our financial status - financial update.

In Susan's absence, there was no financial update given.

2) Lunch arrangements at Westbrook - price, location, meals

Other Possible Locations: Holiday Inn  
Comfort Inn South  
R&L Banquet Center  
Sweet Basil?  
Others?

What do we want most? Location, Food Quality, Facilities, Access to Technology?

The board members in attendance voiced the importance of the location to maintaining attendance. Westbrook's central location is definitely a plus, but the food quality and "value" sometimes seems to be lacking. Members volunteered to check into other locations (Nancy – R & L; others, also)

3) Reservation and billing policies - we have been having some problems with no shows that we end up having to pay for. (7 last month)

The board members in attendance were in agreement that reservations by members who do not show after having made a reservation, should be billed for the reservation since the chapter is responsible for paying for it. We all realize there are times something comes up at work the morning of a meeting and it is not possible to get away, but that employers who need their HR people there rather than at the meeting, must also realize the commitment for paying for the reservation. It was also suggested we find a means to have payment made at the time of reservations (on-line?), so this is not an issue.

- 4) Updating the Chapter Bylaws and Chapter Charter - officially, we have to update the affiliation charter with SHRM this year. We also have to update the bylaws in order to officially change the organization's name.

Marc Fleischauer graciously agreed to review the changes to the Chapter Charter and By-Laws necessitated by the Chapter name change and SHRM's requirement to update the Charter. Scott would like to be able to present the updated documents at the September or October meeting, with a vote being taken at the September meeting, if possible.

- 5) Officers for next year and board elections – need nominations in August and September for October vote. Secretary and President.

Nominations for candidates will be solicited at the September and October meetings with a vote being taken at the November meeting.

Scott's note – this will most likely take place at the November meeting with the by-laws being ratified at the October meeting.

- 6) 2006 membership rates and process. – Currently \$30/\$20.

Board members in attendance agreed to leave membership rates as they currently are for 2006. \$30 for non-SHRM members and \$20 for SHRM members.

- 7) Automating the newsletter and postcards through Venulex's system - first year cost \$1000, \$500 thereafter. This would allow us to use blast emails rather than postcards and our members would get at least 2 emails/newsletters from Venulex per month. We could customize some of the content.

This is one option to accomplish taking payment for reservations at the time the reservation is made. Additional information regarding Venulex, complete with references, follows these minutes.

- 8) Advertising Rates - \$75 for a half-page, \$50 for a quarter page, \$25 for a 1/8<sup>th</sup> page. All advertisers get a mention on our postcards and can currently have a banner ad on our website. If we go with Venulex, then the blast emails would

be sponsored and the twice a month newsletters from Venulex could have some advertising. Mailing list rental - \$50.

Additional information regarding Venulex was also reviewed as it could affect advertising opportunities – banner ads and sponsored emails would also be possible..

9) Second half special for 2004 members and At-large members? \$20/10 and SHRM Members get one luncheon free?

This would be for 2004 members who have not yet renewed for the 2005 membership year, or any at-large member who choses to affiliate with the NOHRA Chapter.

10) Workshop Pricing – ADR, Tony, Scott, BWC? 1:15 – 3:15 pm

Pricing determined to be \$25 for a 2-hour session and \$45 for a 4-hour session. Any variance will require board approval. Motion made by Lou Coppola, and seconded by Mary Emerick; unanimous approval given.

11) SHRM Leadership in November - will we have someone to send?

It was determined the President-Elect should attend, if available.

Month/Date	Meeting Sponsor	Topic	Speaker
August 4	OSU Mansfield	ADR Mediation	Loretta Feller, EEOC ADR Coordinator
September 1	Comfort Inn South	HR and Public Policy	Tony Fiore, Ohio Chamber of Commerce
October 6		Health Care Cost Update	Chris Wrobleski
November 3		What the Heck Happened?/Workshop	Scott Warrick
December 1		Stress Management?	Blake Wagner?
January	No Meeting	Board Transition	Planning Session
February			

NOTE:

Comments and notes added to original agenda in BLUE type.

Dear Scott,

Consider moving your chapter web site to VenuLex. You will experience these benefits immediately:

- Low, all-inclusive pricing
- Complete and direct control of your content (no more waiting on consultants!)
- Online member database on a secure server
- Online event registration and payment processing

Check [www.venulexsolutions.com](http://www.venulexsolutions.com) for more information. Other chapters your size have made the switch. Additional discounts are available for a limited time.

Let me know if you would like to review a proposal for North Central Ohio Personnel Assoc.. I would be happy to prepare one. I have references available from other chapters your size.

Best wishes,

Frank DeFilippis  
Vice President  
VenuLex Solutions  
678.591.0294

Scott,

Thanks for your feedback on our phone call last week. Here are a few SHRM chapter sites we are hosting along with some contacts. Feel free to speak with any or all of them.

- 1) Portland HRMA ([www.pdxhr.org](http://www.pdxhr.org)) Sandi Wegrzyn (503) 603-8164  
[swegrzyn@ikon.com](mailto:swegrzyn@ikon.com)
- 2) HR Assoc. of Broward County ([www.hrabc.org](http://www.hrabc.org)) Ana Baker (305) 931-2831 ext 182  
[baker@hillel-nmb.net](mailto:baker@hillel-nmb.net)
- 3) Athens Area SHRM ([www.aashrm.org](http://www.aashrm.org)) Rick McElearney (800) 533-3816  
[rmcelearney@goldenpantry.com](mailto:rmcelearney@goldenpantry.com)
- 4) Golden Isles SHRM ([www.gishrm.org](http://www.gishrm.org)) Cheryl Miceli (912) 265-9565  
[cmiceli@gtfcu.net](mailto:cmiceli@gtfcu.net)

I am having an agreement drawn up, and have received approval to offer you the following terms:

- \$500 All-inclusive annual fee
- \$500 One-time set up fee
- No long term commitment

If you would like, we can put a few pages of content from your current site onto our platform so you can demo the system for your colleagues at your upcoming meeting. Just let me know if you would like this.

# NOHRA Registration Fax Back

Please register with  
Amy Harkins by Friday,  
August 26th!

Sept. 1 – HR and Public Policy in Ohio

## *September NOHRA RSVP Information:*

Your Name: \_\_\_\_\_

Your Title: \_\_\_\_\_

Organization: \_\_\_\_\_

Guest(s) Name: \_\_\_\_\_

Fax Back to Amy Harkins: (419) 522-3303

Or email Amy at: [harkinsamy@yahoo.com](mailto:harkinsamy@yahoo.com)  
If you have any questions or special dietary  
needs, please call Amy at (419) 522-4333

## Meeting Announcement

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Time: 11:30 am – 12:00 pm - Lunch  
12:00 pm – 1:00 pm – Presentation

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Luncheon Presentation: HR and Public  
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[harkinsamy@yahoo.com](mailto:harkinsamy@yahoo.com) or 419-522-4333.*

We will only call in as many reservations that  
we have on August 26th.

Do you want:  
Increased value?  
Decreased headaches?  
Improved productivity?



For more information, call Cheryl Bischoff at  
419-522-4125 or email her at  
[cbischoff@jayworkforce.com](mailto:cbischoff@jayworkforce.com)